

a 3 percent increase this year on March 1, if we can get the bill across the floor at that speed, will at least say to the employees, we think with the economy where it is, this is a reasonable figure and then come July 1 we feel that another 5 percent increase at that point would be reasonable. I think it is a happy medium. I think it is a reasonable solution to the problem. I think we can give a message to the other subdivisions of government and that is important for us to do that because we need to recognize that they also come into the personnel report. When the personnel report comes to us on wages, that is part of that personnel report is what happens with teachers salaries and what happens with Douglas County and Lancaster County presently. There will be before and it has been reported out by the Appropriations Committee a bill for us to include first class cities in that survey. That happened to be one that I am very strong for, one that I really felt was awfully important, and when we do that, then we will have a more reasonable, it seems to me, survey of really what is happening across the state in private enterprise as well as in government and we need to have that information. We don't have that presently in the present reports that we get. So my feeling is that this is a reasonable approach. It is not everything all of us would like but I think we've got to recognize that the employees have been doing a good job. They deserve a raise certainly in terms of this year. One other thing I would like to get into the record is I think we've got to get employees all over the country to understand someday that what we do in salary increases affects the inflation in this country, and if we are going to hold inflation down, we are going to have to recognize, all of us who work for someone, that actually what we do in the salary area will increase or decrease inflation and in the long run it costs us every time we increase salaries unreasonable. So I just say that what we have done in the committee it seems to me is a reasonable approach to a problem that we need to solve this year and then maybe we can get on next year depending on what the economy does.

PRESIDENT: Thank you. Senator Warner, what do you have for us next?